DOCUMENT RESUME

ED 098 455 CG 009 197

AUTHOR McDaniels, Carl
TITLE The Role of Leisure in Career Development.
PUB DATE 74
NOTE 13p.

EDRS PRICE MF-$0.75 HC-$1.50 PLUS POSTAGE
DESCRIPTORS *Adjustment (to Environment); Career Change; Futures (of Society); *Leisure Time; *Social Change; *Vocational Development; *Work Attitudes

ABSTRACT

The role of leisure time in connection with one's work is presented in conjunction with the changing concept of work. Certain kinds of satisfaction and involvement which have traditionally stemmed from one's work must now be sought in other areas. Career development should encompass the concept of leisure as well as the concepts of work, and there should be ongoing reevaluation of the role of leisure in one's life. (Author/EK)

BEST COPY AVAILABLE

ED 098455

The Role of Leisure in Career Development

Carl McDaniels*

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

Introduction

Most people have traditionally defined themselves in terms of work. If you ask someone who he or she is, after their name they are most likely to tell you their occupation or what they do for a living. That is how the names Miller, Carpenter and others got started. Thus it has been that people turn to their jobs as a way of defining themselves and attempting to give meaning to their lives. This made sense when work was viewed as the principle focus of a person's life, involving their home and often their family. A completed product was often the end result. However, a job has now become, for many people, detached from the rest of living. One goes to a factory or a place of business perhaps some miles away, works by the clock, and may work on only one small part of a production line process, or one may work in an equally minute whitecollar position. This leads to a process generally referred to as alienation (18). The division of labor, basic to the inducstrial revolution and automation, has also led to the breakdown of one way a person has had to giving meaning to his life. A person now needs some way of finding the satisfaction and involvement formerly found in the dignity of work.

An article in a recent issue of Newsweek (16) suggests that the answer is job redesign and a general humanization of the work place. A series of stories in the Washington Star - News (6) arrived at essentially the same solution. Foulkes (7) in a significant research calls for a more creative approach to designing more meaningful work. A survey by Sorrenson (19)

* Virginia Polytechnic Institute and State University
Blacksburg, Virginia
President, National Vocational Guidance Association 1973-74

CG 009 197

BEST COPY AVAILABLE

reported that most Americans do like their jobs after all and prefer work to non-work. Another way to bring this about is to concentrate on the process of career development over one's total life span and to define career development to include both work and leisure.

Career development is becoming a matter of national attention in the United States. The publication Work in America (20) is a best seller. More and more concern is being shown for assisting people of all ages with vocational adjustment, including the young entry worker, the mid-career person or the pre-retirement worker. The importance of a person's initial selection of an occupation is being stressed more and more in our schools and colleges.

At the same time there is a renewed interest in leisure. Much research is being conducted concerned with non-work hours - how much people have and how they use it. Newsweek and Time both have weekly sections on leisure. There is a popular new publication called Travel and Leisure. The Journal of Leisure Research is a professional publication emphasizing the recreational aspects of leisure. A Center for Leisure Studies has been established at the University of South Florida under the leadership of Max Kaplan. Under these conditions it seems imparitive to examine in detail the interrelationships between work, leisure and career development.

Some Concepts of Leisure

Historically, leisure was not of any great concern, because the average worker did not have any! What to do with time off from work was not a problem because not many people, at best only the wealthy, had any. In the last one hundred years this has begun to change. The work week has been reduced from 70--80 hours a century ago to 37 1/2 - 40 hours per week today.

BEST COPY AVAILABLE

It does not appear there will be a further major reduction in the work week in the immediate future.

The accelerating rate of technological change is likely to result in increased leisure, both at home and at work. We're already seeing leisure created by such legislative action as daylight saving time and moving holidays to create 3-day week-ends. We are seing experimentation in business and industry with 4-day and even 3-day work weeks. Workers are getting longer vacations. Kegley (11) has recently cited companies which are liberalizing vacation policies by shortening service requirements or adding another week of vacation to the maximum for veteran employees. Another new idea is to give workers double pay for vacation time so they can do more with their increased leisure. People are retiring earlier and living longer. They are also in much better health during these retirement years. Almost everyone in the United States is able to spend a smaller percentage of his or her life working and larger percentage in part-time or full time leisure!

Despite poverty, which is being reduced annually in the U.S.A., people do have more money to take advantage of the opportunities for leisure. It is estimated (12) that the leisure market is between $50 - $150 billion annually in this country. There is an increased number of recreation facilities and greater access to means of transportation to get people to them. There are publically and privately supported programs in the artistic and musical pursuits available for people of all ages. There is also a growing interest in all types of crafts.

With the expansion in leisure activities there has been a concurrent growth in the theoretical aspects of leisure. Many people have been attempting

BEST COPY AVAILABLE

to define it. Like love, leisure is difficult to define. Leisure has been thought of mostly in terms of time. That is, leisure time is free time as opposed to work time or time on the job. Simply, work is what you get paid for doing, leisure is what you don't get paid for doing. This sets leisure up in opposition to work, but it may need to be seen as complementary to work. Leisure is also more than just time and all time not spent on the job is still not really free time. Both work and leisure defy such simplistic definitions.

Work and Leisure Defined

First let us define work (20) as "an activity that produces something of value for other people."

A recent Geneva Symposium (8) suggests that leisure time is the time at an individual's complete disposal after he has completed his work and fulfilled his other obligations. Noe (17) concludes that leisure is the activity resulting after the fulfillment of institutional needs. Brightbill (2) states that leisure is discretionary time, when we are free to rest or do what we choose as opposed to time required for existence and subsistence.

John Leigh (13) says that "leisure can be seen as that area of existence where within our individual circumstantial limits we exercise choice about the use we make of time."

C. Neil Bull (3) cites the following dimensions of leisure: freedom from obligation, disinterestedness, diversion, and individual needs.

Michael J. Ellis (5) defines play and leisure as "the behavior emitted by an individual not motivated by the end product of the behavior." Green (9) agrees and defines leisure as "that state of being in which an activity that is engaged in is carried out for its own sake."

BEST COPY AVAILABLE

DeGrazia (4) sums up several positions this way:

> All these qualities, the, whatever their causes may be, describe the current idea of free time, or leisure. Set off from yet mesmerized by work, it is limited by the clock and available in only small fragements. At times busily active; then at others passive and uncritical; and in most cases uniform or collective. Supposedly beneficial for everyone who has done his work and has a few dollars in his pocket, it appears flanked by commodities and bent on fun. Matters like religion and politics and education it tries to avoid. The modern idea is what it is today. And tomorrow? It will be the same.

Kaplan (10) says that "Leisure consists of relatively self-determined activities and experiences that fall into one's economically free-time roles that are seen as leisure by the participants, that are psychologically pleasant in anticipation and recollection, that potentially cover the whole range of commitment and intensity, that contain characteristic norms and restraints, and provide opportunities for recreation, personal growth and service to others." He goes on to say that leisure is a manifestation of people's desire to be a person and to develop symbols and tools in the mastery of self and environment.

Phillip Bosserman (1), a co-worker with Kaplan in the Center for Studies of Leisure, even goes so far as to see a new culture with leisure dominating the culture. He summed it up this way in a recent paper:

> Leisure is becoming a way of life. To choose life-styles implies having discretionary income, time, and hence social behavior. People - youth especially - increasingly want to be identified by their life-style and cultural taste, rather than by occupation. Technological and scientific advance have made possible these three discretionary features. Their intersection is creating a new world perspective, a new consciousness, which is a hallmark of the "leisured society." Discretionary income can be spent for those items not considered basic needs; discretionary time means time free from work; discretionary social behavior opens a myraid of life-styles to anyone regardless of family, education, age, wealth, ethnic background, and location. This is a new type of society.

BEST COPY AVAILABLE

A person's occupation has obvious effects on their leisure. It will be one of the major factors in determining how much time they have for leisure activities and how much money they will have for them. Recreational activities are often offered by employers and companies. At the same time leisure can be a means for discovering or expanding an interest which leads to a new type of employment. However, it is leisure's function of complementing work in giving meaning to a person's life that makes it especially crucial to career development.

I tried to spell this out in a paper in 1965 (14) in which the formula V = W + L (meaning vocation = work + leisure) was presented. Today the same argument can be made for a more positive view of leisure as a part of career development only it is eight years later and nobody else seems taken with the concept except me. Of course, "Worthy use of leisure time" was one of the Seven Cardinal Principles of Education adapted in 1917 and that is an even longer time to be ignored.

It is my thesis that career development must be involved with a person's total life, including work and leisure. Occupational and leisure activities vary for people from one age to another. Some things would be appropriate at one age or stage of development and not at another. But there is still a continuity, based on the developmental process. The options that are available to a person at one stage are dependent in part on what has been done before. What a person does in the present will help determine what will be done in the future.

Childhood

During childhood, from birth to 12 years, the child learns a great deal about himself and the world. It is at this time that attitudes are formed by the child about what he can or cannot do or what kind of a person

BEST COPY AVAILABLE

he is that will probably stay with him throughout his life. The child needs exposure to a wide range of activities and interests. He needs opportunities for exploration and freedom to attempt new things. Children attempt new areas only if they have an openness to failure and are not overwhelmed by it. In encouraging the development of leisure time pursuits the multiple dimensions of the intellect, such as the physical, creative, social, artistic, and mechanical as well as the traditional verbal and mathematical must be recognized. If all of these areas can be valued equally then every child should be able to have some important and genuine successes.

Each child can then acquire a self-concept of a person who can do a variety of things well, even if he is not successful in every area all the time. He is free to develop as an individual if he sees himself as worthwhile.

There are at least three major leisure-related concepts that children need to learn at this stage of their career development. The first of these is time. Children gradually come to understand past, present, and future, delay of gratification, how time is used, and how to manage their own time. The second concept has to do with the breaking down of stereotypes. It should be made explicit that anyone can enjoy any leisure activity. People of different occupations, social classes, and sexes can share interests and participate in the same things. Third, children should become aware of the variety of activities open to them for work or leisure.

Adolescence

Ages 13 to 18, adolescence, is the time of psychological, physical, social, and intellectural maturation. This period forms the basis for in-depth experiences of a leisure nature. Clubs and group activities provide

BEST COPY AVAILABLE

new opportunities. This is the age when it is first possible to play games like chess and bridge in a mature fashion.

The schools need to foster an awareness of the importance of the leisure potential for all youth. For instance, intramurals for men and women, which provide an opportunity for physical development and enjoyment for all students, could be stressed over the interscholastic teams, which provide these opportunities for only a few. Students should be allowed to take courses to expand their interests and experiences. Courses that are regarded as technical-vocational could also be an introduction to leisure activities. For vocational students, music, art, or reading could be leisure interests. Students need to assist in becoming aware that a career is more than just work. They need to understand the iterrelations between leisure - work to their career development.

The schools also need to involve leisure type activities, not just employment related things, in classroom teaching. The relationship of leisure to history, science, math, English, music, art, and physical education should be made explicit to the student both to engage his interest in the subject matter and to emphasize the importance of leisure. The end of this stage is a time of coming of age for the young person. He may now quite possibly be working part time and will have his own money. He will be more mobile and can go where his interests lead him to any part of the community. This will come to be even more important as he becomes a young adult.

Young Adult

As a young adult, from ages 18 to 24, the person reaches what may be the crest of the physical, intellectual, and social development. They also have the freedom to go off and to pursue in detail the things that interest them, whether it is backpacking in the wilderness or writing music.

BEST COPY AVAILABLE

He, or she, probably does not have any great financial responsibilities nor any great commitment to or investment in a single job, so he is relatively free to stop or start work. Also now, for the first time, education becomes available as a leisure pursuit, since it is not required. Adult education, recreation, home study, military, and correspondence courses are all possible educational avenues. This is a time of risk taking, when a person can try new things and explore new possibilities. Leisure and work are now actively involved in the career development process.

Adulthood

The next epoch, adulthood, goes from 25 to 40 years of age. The adult man and woman are probably working at a job. The job may determine leisure pursuits and the time available for leisure. The expectations of the job, such as the executive who carries out business while playing golf, or the blue collar worker whose co-workers expect him to bowl or play softball, may determine leisure activities. The type of company benefit or opportunities that are provided for leisure are important. Whether the job is done essentially alone or in a group may affect the type of leisure chosen. Vacations provide time for more and different leisure activities. People go on trails, camping, on tours, on archeological digs, to art camps, and to school during their vacations.

New potential for leisure comes to the adult through the family. Of course, this can also be a restricting of leisure. Each family can also affect the use of leisure. It is also possible at this time that what developed as a leisure interest can become a job or develop into a business. Women who are at home can use leisure opportunities, such as volunteer work, to remain current with job skills. When the adult is working regularly on the job, he may experience job shock. This is the realization that the work being done is dull, boring,

BEST COPY AVAILABLE

or non-fulfilling and that it is going to be that way for the greater part of life. Now a person begins to live for the time off the job, for his leisure. A person may live (work) for leisure! This can provide a new impetus for the development of satisfying leisure activities. The person may turn to leisure to provide meaning for life.

Mid-Career

At mid-career, ages 40 to 60, the worker can use leisure to provide the sense of fulfillment and mastery that may not be acquired from work. The worker may be experiencing more job dissatisfaction if it is perceived that he has reached a peak and further promotions are unlikely. A person can use leisure activities to alleviate this dissatisfaction. Most people will probably be at the peak of development in many continuous interests. Whatever it is that an individual likes to do it is now at its best, and may be the expert people ask, even if only to family and friends.

At this time the person also needs to be developing new interests. There may be the empty next syndrome (when children grow up and leave the home) so the person needs new ways to feel necessary. There may be expanded opportunities for leisure, both for continuing old interests and developing new ones. More money may be available if the worker has reached the peak of his earning power and at the same time is no longer supporting children so he has fewer financial responsibilities.

Mid-career if also the time when a person begins to prepare for retirement, It becomes a different kind of future orientation. He needs to prepare for retirement not more years of work, both psychologically and financially. If one develops leisure interests that can be carried on during retirement then there will be some continuity from a full-time work life to a full-time leisure life.

BEST COPY AVAILABLE

Retirement

Retirement, age 60 +, does involve total identification and self-fulfillment for the individual with leisure. There is now time available - vast amounts of time! For some people, there is more time than they know what to do with. Other problems may arise if the wife maintains her work patterns in the home and husband is underfoot. Leisure activities could provide the individual with alternate choices for the use of time for the first in one's life. The retired person's leisure activities may change simply because of a reduced income; one may no longer be able to afford the things previously enjoyed. The availability of resources in the community can also affect the retired person. Some communities have practically nothing to offer in terms of leisure for retired people. Other places, especially retirement communities, provide an abundance of opportunities for leisure activities and for the development and pursual of leisure interests. One's work related volunteer activities such as unions, professional associations or other groups may provide a new source of leisure satisfaction upon retirement when there is suddenly no reason to say "no" to a major job or responsibility.

Summary

It has been argued here that leisure is an equal partner with work in the career development process. Several concepts of what leisure is all about have been presented and discussed. Finally a brief examination of the role of leisure through the epochs of the life span have been presented.

Those who are concerned with the career development process are urged to give consideration to the need to give more attention to leisure as a part of the process. People at all ages need to have more leisure options open to them with fewer barriers to face in order to foster a more wholesome process of career development.

BEST COPY AVAILABLE

Bibliography

1. Bosserman, Phillip. "Implications for Youth" in Kaplan & Bosserman (EDS) Technology Human Values and Leisure, Abingdon Press, Nashville 1971. P. 147.

2. Brightbill, Charles K. The Challenge of Leisure. Prentice-Hall, Inc. Englewood - Cliffs, New Jersey, 1960.

3. Bull, C. Neil, "One Measure for Defining a Leisure Activity." Journal Of Leisure Research. Spring, 1971 v. 3 (2) 120-126.

4. DeGrazia, Sebastian. Of Time, Work, and Leisure. Anchor Books, Doubleday, Co. Garden City, New York, 1964.

5. Ellis, Michael. Why People Play. Prentice-Hall, Englewood - Cliffs, New Jersey, 1973.

6. Fialka, John. "Boredom on the Job" Washington - Star News, July 1, 2 & 3, 1973.

7. Foulkes, Fred K. Creating More Meaningful Work. American Management Association, New York, 1969.

8. Geneva Symposium International Recreation Association. "Charter for Leisure." Journal of Health, Physical Education and Recreation. February 1971. v. 42 (2) 28-9.

9. Green, Thomas F. Work, Leisure, and the American Schools. Random House, New York, 1968.

10. Kaplan, Max. New Concepts of Leisure Today. Lindeman Memorial Lecture. National Conference on Social Welfare, Dallas, Texas, May 17, 1971.

11. Kegley, George. More Vacation Time in Trend; Double Pay Sought for Some. Roanoke Times. June 10, 1973.

12. Leonitiadeo, Milton. "The Concept of Leisure", The Conference Board RECORD June 1973, p 25-28.

13. Leigh, John. Young People and Leisure. Humanities Press, Inc. Lond 1971.

14. McDaniels, Carl. "Vocation: A Religious Search for Meaning", Vocational Guidance Quarterly, Autumn 1965, v. 12. p. 31-35.

15. Neulinger, John & Breit, Miranda. "Attitude Dimensions of Leisure: A Replication Study." Journal of Leisure Research. Spring 1971, v. 3 (2) 108-115.

16. Newsweek, March 26, 1973, p. 79-89.

17. Noe, Francis. "An Instrumental Conception of Leisure for the Adolescent." Adolescence. Fall, 1969, v. 4 (15) 385-400.

BEST COPY AVAILABLE

18. Sheppard, Harold L. and Herrick, Neal Q. Where Have All the Robots Gone? Worker Dissatisfaction in the 70's. Free Press, New York 1972.

19. Sorenson, Thomas C. "Do Americans Like Their Jobs?" Parade. June 3, 1973. 17-18.

20. Task Force to the Secretary of Health, Education and Welfare. Work in America, Cambridge, Mass. MIT Press, 1972.